

Human Resource Manager



About Windlab

Windlab Pty Ltd is the leading Australian owned international wind energy development company. It was initially established to commercialise world-leading atmospheric modelling and wind mapping technology (WindScape™) developed at Australia's CSIRO. Windlab uses this proprietary technology to identify and develop high quality wind farm sites reducing the risk and uncertainty associated with wind development. Windlab is headquartered in Canberra, Australia and has offices across Australia and Southern Africa. More than 1,000MW of wind farm capacity, on three continents, developed by Windlab has reached financial close and is today either operating or under construction. It is developing more than 50 renewable energy projects, totalling over 7,500MW of potential capacity around the world.

About the Role

As Windlab continues to grow in an important and exciting growth market, it has identified the need for a Human Resources Manager to partner with the company's business managers to implement a human capital strategy that is consistent with its growth ambitions. The role is based at the Company's Canberra headquarters, but will work across all office locations in Australia and Africa. It is expected to initially be a 3 day a week role, yet flexibility would be valued.

Windlab is seeking a pragmatic, hands-on Human Resources Manager with outstanding interpersonal skills and the ability to display warmth, maturity, and leadership presence in dealing with a team of high calibre professionals. You will be a strategic thinker with a strong generalist background who is proactive, shows initiative and will help develop and champion Windlab's culture.

The HR Manager works across all levels of the organisation, supporting the business leaders and developing and implementing effective human resource systems, policies, procedures and programs to ensure Windlab can attract, retain, develop and manage a highly engaged and committed team.

Reporting to the Chief Executive Officer (CEO) and working closely with all members of the executive team, the HR Manager will deliver quality services across a range of HR functions.

Qualifications & Experience

- Qualified in Human Resources or Organisational Psychology or similar
- Minimum of 10 years' experience in HR, with at least 3 years' experience working at executive level
- Demonstrated knowledge of HR process and policy; labour law; training and development and compensation management
- HR system implementation and productive adoption
- Excellent written and oral communication skills
- Able to travel

Skills / Competencies

- Able to think strategically, facilitating the long-term health of the organisation through managing and developing its human capital
- Very good at building and maintaining relationships across the organisational hierarchy
- Project planning skills, including strong organising and time-management skills
- Demonstrable skills in conflict management and resolution
- Action-oriented: able to drive tasks to completion
- Able to work well with the executive management team
- Good knowledge of relevant labour law and statutory compliance requirements
- Able to influence others without resorting to hierarchical authority

Desirable Experience

- Experience within a technology driven, commercial environment
- Experience in with distributed international organisations

- Experience in a high-growth / early-stage organisation
- Demonstrated ability to build organisational capacity and systems in a multicultural and diverse working environment.

Benefits

A competitive remuneration package will be offered commensurate with role and experience

Please click the 'Apply for this job' button to apply or forward your application to recruitment@windlab.com.
Applications close Wednesday 25 November 2020.